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24 JUL 1981

MEMORANDUM FOR: Director of Technical Service

THROUGH: Chief, Personnel Branch, OTS

FROM: James N. Glerum
Director of Personnel

SUBJECT: Graphic Arts (GA) Wage Schedule Adjustment

REFERENCE: Memo from D/OTS to D/OP, dated 24 June 81;
Subject: Graphic Arts (GA) Wage Schedule
Adjustment

1. In order to establish a new GA Schedule position title for the combined functions of Offset Photographer and Geometric Lathe Operator, as requested in the referent memorandum, Position Management and Compensation Division (PMCD) will need to make a classification determination on the title, occupational code, and relative difficulty of the duties of the position.

2. Personnel of the DDS&T Branch, PMCD, will be contacting your office in the near future regarding the classification review of this position.

/s/ James N. Glerum

James N. Glerum

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OP/PMCD/PSS, (22 July 81)

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**PMCD REVIEW OF THE DIFFERENCE BETWEEN HOURLY RATES FOR DOCUMENT
FINISHER SPECIALIST/OFFSET PRESSMAN AND OFFSET/LETTERPRESSMAN**

1. In reviewing its records, PMCD found that the title of Document Finisher Specialist/Offset Pressman first appeared in the GA Schedule which was effective 20 August 1972. (copy attached) On the Schedule, the journeyman rate for that title (\$7.76) was computed at 105% of the highest rate for Document Finisher Specialist (\$7.39). Since that rate was lower than the highest rate for Offset Pressman (\$7.61), just as it is today, it must be assumed that the computation was based on the lower rate as a result of a conscious decision.

2. The revision of the GA Schedule which was proposed by PMCD on 10 November 1975 and concurred in by the Director of Technical Services, also computed the journeyman rate for Document Finisher Specialist/Offset Pressman (\$9.94) at 105% of the highest rate for Document Finisher Specialist (\$9.47) rather than Offset Pressman (\$9.89).

3. PMCD believes that the decision to tie the rate of the Document Finisher Specialist/Offset Pressman to the rate for Document Finisher Specialist may have been based on the same principles used for determining GP Schedule rates, as stated in the Office of Personnel Memorandum No. 20-31-43, dated 17 March 1978, subject: Pay Administration for Government Printing System Employees:

"Employee titles and corresponding rates of pay will be determined based on the trade in which the employee is currently certified as a journeyman. If an employee is working a predominant portion of the time in a secondary trade, the uprate will be based upon the secondary trade if the basic rate of pay for that trade is higher than the basic rate of pay for the primary trade. The responsible office must ensure that the specific duties which were the basis for awarding a combination uprate position are continually performed by the incumbent and, if not, that corrective action is taken to change the uprate of the employee and/or the position."

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GA SCHEDULE

I. JOURNEYMAN & SPECIALISTS	JOURNEYMAN RATES	1ST PROFICIENCY RATES	2ND PROFICIENCY RATES
Compositor (Design)	7.24	7.46	7.68
Document Finishing Spec	6.96	7.17	7.39
Letter Pressman	6.72	6.92	7.13
Offset Pressman	7.17	7.39	7.61
Illustrator	7.14	7.35	7.57
Photo Engr Etch	7.14	7.35	7.57
Process Photog	7.14	7.35	7.57
Process Photog (Color)	7.57	7.80	8.03
II. <u>EIGHT-YEAR JOURNEYMEN</u>			
Reproduction Tech (DS)	8.38	8.63	8.89
Reproduction Tech (P)	8.71	8.97	9.24
Reproduction Tech (DSW)	9.33	9.61	9.90
Reproduction Tech (P/G)	9.70	9.99	10.29
<p>Sixth and seventh-year apprentice percentage for journeyman rates are: 11th 6 mo, 80%; 12th 6 mo, 85%; 13th 6 mo, 90%; and 14th 6 mo, 95%.</p>			
III. <u>COMBINATION JOURNEYMEN (NO LOWER RATES AUTHORIZED)</u>			
<u>Compos-Plat Pressman</u>	<u>8.06</u>	<u>8.30</u>	<u>8.55</u>
<u>Illustrator (Val)</u>	<u>7.95</u>	<u>8.19</u>	<u>8.44</u>
<u>Offset-Letter Pressman</u>	<u>7.99</u>	<u>8.23</u>	<u>8.48</u> 8.73*
<u>Photo Engrav-Litho</u>	<u>7.95</u>	<u>8.19</u>	<u>8.44</u>
<u>Photo Engrav-Photog</u>	<u>7.95</u>	<u>8.19</u>	<u>8.44</u>
<u>Doc Fin Offset Press</u>	<u>7.76</u>	<u>7.99</u>	<u>8.23</u>
IV. <u>BASIC JOURNEYMEN</u>			
Basic Compositor	7.03	7.24	7.46
Basic Bookbinder	6.47	6.66	6.86
Basic Letter Pressman	6.33	6.52	6.72
Basic Offset Pressman	6.76	6.96	7.17

Rates for workers changed by this schedule are underlined.

*Replaces Pressman (1) Rate

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Supervisory positions under the GA Wage Schedule are designated by the words "Chief" or "Deputy Chief" in the position title. "Chief" ratings are \$1.41 per hour over appropriate journeyman or proficiency rate of the title for the incumbent designated as supervisor. "Deputy Chief" ratings are \$.56 per hour over the appropriate journeyman or proficiency rate of the title for incumbent designated as an assistant supervisor.

Night Differential: 15%

Overtime : Time and one half for all work in excess of 8 hours in one day or in excess of 40 hours in a week provided employee is in actual work or standby status during the overtime hours.

Holiday : In addition to gratuity pay, one and one half times the regular hourly rate for all hours worked.

Apprentice ratings for Basic and Group I Journeymen are:

1st 6 mo, 55%; 2nd 6 mo, 60%; 2nd year, 70%; 3rd year, 80%; 4th year and longer, 90% until promotion action certifying ability to perform all journeymen work.

All hourly wage rates shall be adjusted to the next cent if the fraction is 5 mills or more.

Rates above the base require submission of the Proficiency Rate Increase Action SF1152 with certification of progressive increase in experience, skill, and aptitude to intelligence work or appointment action certifying initial possession of these qualities outlined in OPM 20-31-28.

This schedule supersedes the GA Schedule effective 18 June 1972.

Effective Date: 20 August 1972

Approval Date : 9 August 1972



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Chief, Position Management & Compensation Division

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